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ABSTRACT

American Indians are underrepresented in the nursing profession. In fall 1990, the University of North Dakota (UND) College of Nursing received funding to increase the number of nurses providing health care to Indian people. In 1992, Recruitment/Retention of American Indians into Nursing (RAIN) became one of three Quentin N. Burdick Indian Health Programs at UND. RAIN aims to recruit American Indians into UND baccalaureate and master's nursing programs and to provide services to American Indian students to foster self-confidence and success. To further these goals, the program recruited American Indian staff members, established support networks within the university, and planned activities to increase awareness of Indian culture among faculty and students. Indian community support and involvement included an Indian advisory board, direct communication with tribes in the target area, recruitment activities on reservations, and other activities. The program's conceptual framework is based on Tinto's model of retention, which argues that retention is more a function of institutional experience than pre entry attributes and that students' academic and social integration are essential to retention. Since the inception of the RAIN program, American Indian admission and graduation rates for the UND College of Nursing have increased steadily. This document also describes mentoring, nonacademic retention strategies, multicultural activities, application procedures, various tracks and certifications within the nursing program, and student financial aid. Include photographs. (SV)

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Nursing...A Tradition of Caring

Quentin N. Burdick Indians Into Nursing Program

UND College of Nursing
Grand Forks, North Dakota

RC 020812

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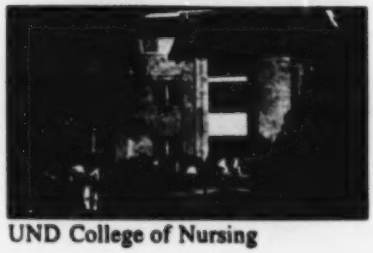
UND College of Nursing
Quentin N. Burdick Indian Health Program
RAIN Program
PO Box 9025
Grand Forks, ND 58202-9025
701-777-3224

Telephone Directory

RAIN Program	Collect (701)777-3224
	Fax (701)777-4558
Business Office	(701)777-3911
	Fax (701)777-2696
College of Nursing (CON)	(701)777-4173
	Fax (701)777-4558
CON Graduate Program	(701)777-4552
	Fax (701)777-4558
Financial Aids	(701)777-3121
	Fax (701)777-3650
Graduate Admissions	(701)777-2945
	Fax (701)777-3619
Housing	(701)777-4251
	Fax(701)777-4298
Housing Assistance Program	(701)746-2545
Housing Authority of Grand Forks County	(701)772-7958
INMED	(701)777-3037
	Fax (701)777-3277
INPSYDE	(701)777-4694
Native American Programs	(701)777-4291
	Fax (701)777-3292
Registration & Records	(701)777-2711
	Fax (701)777-2696
Testing Services	(701)777-4157
TRIO Programs	(701)777-3427
	Fax (701)777-3627
Undergraduate Admissions	(701)777-3821
	Fax (701)777-2696

LOCATION

Grand Forks is located in eastern North Dakota in the heart of the Red River Valley. The UND campus is considered one of the most attractive in this area. The UND College of Nursing houses some of the newest and most complete nursing education facilities in North Dakota. The RAIN Program is centrally located on the third floor of the College of Nursing (corner of 5th Avenue North and Harvard Street).



UND College of Nursing

THE NEED FOR AMERICAN INDIAN NURSES

The need for increased numbers of American Indian nurses is based on:

1) The belief that the percentage of each of the ethnic minorities in the general population should be reflected in the profession
2) The prediction that the minority population will increase.
3) The shortage of American Indian nurses in the IHS.

In the 1990 U.S. census, ethnic minorities represented 20 percent of the population. Tifft (1989) predicted that the percentage of minorities would increase to 35 percent by the Year 2020. Currently, a disparity exists between the 0.8 percent of American Indians in the general population and the 0.4 percent of registered nurses who are American Indian (DHHS, 1988). They are the most underrepresented group of the total 8.3 percent ethnic minorities in the professions (DHHS).

This shortage is evident in the Indian Health Service, which is the primary source of health care for American Indians. Audrey Koertvalyessy, Past Director of the IHS Division of Nursing, stated in 1992 that only one-third of the registered nurses in IHS were American Indian.

Student enrollment figures also reflect underrepresentation of American Indians. The National League for Nursing (NLN) reported that in 1990-91 only 0.5 percent of students enrolled in baccalaureate and master's programs were American Indian (NLN, 1992). Prior to the RAIN program in the Fall of 1990, American Indians represented 2 percent of the total UND enrollment and 4 percent of College of Nursing enrollment. In Spring 1996, the percentage in the total UND enrollment increased to 2.8 percent and in the College of Nursing to 12 percent. This is evidence that the RAIN Program has made an impact.

THE RAIN PROGRAM

In the Fall of 1990, the University of North Dakota (UND) College of Nursing received funding for a project to increase the number of nurses prepared to provide health care to Indian people. The RAIN Program (#ISD000396), was one of four projects funded under Section 112 of the Indian Health Care Improvement Act, 1988 Amendment, Public Law 100-713, 25 USC 1616e. This law, through the Indian Health Services (IHS) Division of Nursing, provides grants to educational institutions to increase the number of nurses, nurse midwives and nurse practitioners delivering health care services to Indians. In 1992, the RAIN Project was elevated to program status by passage of Senate Bill 2412. This established the Quentin N. Burdick Indian Health Programs at UND with authorization until the Year 2000.

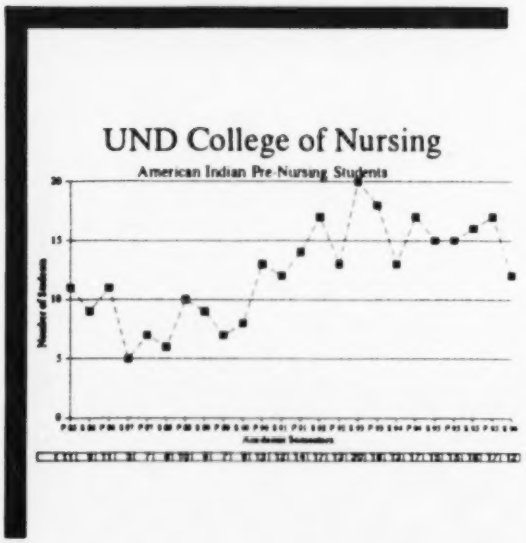
THE QUENTIN N. BURDICK INDIAN HEALTH PROGRAMS

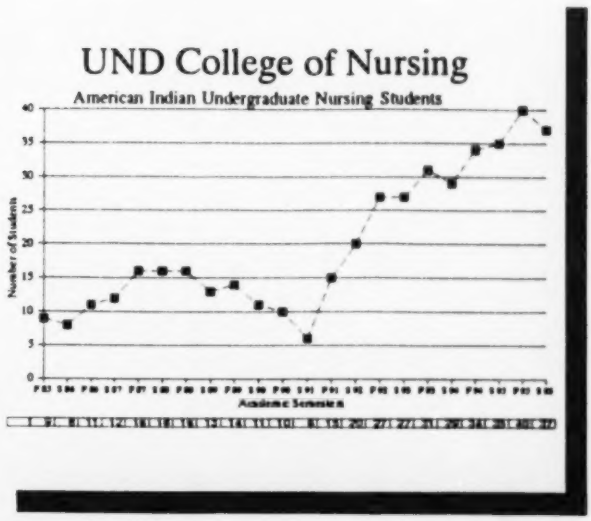
Under new 1992 legislation, Congress passed into law the Quentin N. Burdick Indian Health Program at the University of North Dakota. This was done in honor of late North Dakota Senator, Quentin N. Burdick, who was a strong advocate for the Indian people. The Program encompasses the Recruitment/Retention of American Indians into Nursing (RAIN) Program, the Indians into Medicine (INMED) Program and the Indians into Psychology Doctoral Education (INPSYDE) Program.

Quentin N. Burdick

The purpose of the Quentin N. Burdick Indian Health Programs is directly linked to the "fulfillment of (the Nation's) special responsibilities and legal obligation to the American Indian People" through the enhancement of educational opportunities for American Indians pursuing degrees in health professions. The provision of health services to American Indian people by providers who are from similar cultural backgrounds, knowledgeable of the socioeconomic realities of reservation living, and who are committed to the improvement of health in their home communities is the long-term expected outcome of the Quentin N. Burdick Indian Health Programs collectively working together to achieve this end.

The two graphs below depict the upward thrust of the American Indian pre-nursing and nursing students who have matriculated into the University College and College of Nursing at the University of North Dakota.





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RAIN Program Objectives

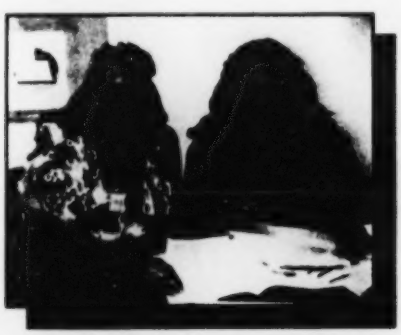
According to Russell, Dahlen, and Wilson (1993), the two primary objectives of the RAIN Program are 1) recruitment of American Indians into the UND College of Nursing baccalaureate and master's programs and 2) provision of services to American Indian students to foster self-confidence and success. To accomplish these, American Indian staff members were recruited, support networks with the American Indian and University committees were established, and activities to increase awareness of Indian culture among faculty and students were planned.

Support from the Indian community is accomplished by 1) an advisory board composed primarily of Indian representatives, 2) direct communication with tribes in the target area, 3) recruitment activities on reservations, 4) publication of a quarterly community newsletter, and 5) collaboration with the Quentin N. Burdick Indian Health Programs and other Indian-related programs on campus.

The RAIN staff attributes part of the change in the students to the implementation of Vincent Tinto's (1975, 1987) model of retention which has served as the conceptual framework for the RAIN Program. According to Tinto, persistence is more a function of institutional experience than pre-entry attributes. He maintains that academic and social integration into the institution and a feeling of belonging is essential to stay in college (Tinto, 1987). Faculty-student interaction, both formal and informal, and commitment to the students at both the institutional and program levels is mandatory (Tinto, 1987). Tinto (1987) concluded from his research that successful programs exhibit a "deeply embedded" commitment to serve the students they admit (p. 140). This commitment is deeply embedded within the RAIN Program philosophy.

MENTORING

There is individualized mentoring for courses and for writing, study skill enrichment meetings, free photocopying, computer usage and assistance, student study area and intrusive monitoring.



All students give written consent for intrusive monitoring. This strategy permits free exchange of information concerning the student between faculty, administration and RAIN staff. Because of intrusive monitoring, mentoring can be arranged prior to the beginning of classes. Mentoring differs from tutoring in its intensity and duration, and more closely resembles personal supplemental instruction. The relationship begins when the class begins and ends when the student successfully completes the course. Undergraduates, graduate students, faculty, and practicing professionals are matched carefully to the student. Compatibility is essential. The RAIN Assistant Coordinator does much of the mentoring for the nursing courses. A writing mentor assists all students with editing of papers.

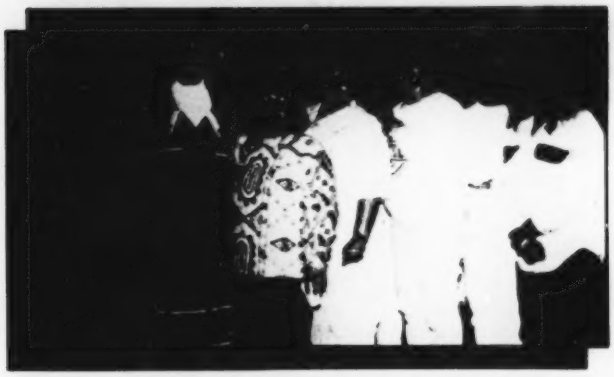
NON-ACADEMIC RETENTION STRATEGIES

Based on Tinto's model, empowerment, and results from a RAIN survey, both academic and non-academic strategies are implemented for pre-nursing and nursing students. These include an open door policy and 24-hour availability of staff, and individual academic, financial and personal advisement and counseling. Non-academic strategies are designed to promote academic and social integration and a feeling of belongingness within the College of Nursing and the University. These include group meetings and socials, membership on College committees such as Picnic and Banquet committees, phone privileges on request, and arrangements for summer employment. Additional strategies are sponsorship at conferences and banquets, personal counseling, and a gathering place in the College of Nursing. Prior to the RAIN Program, students came for classes and left immediately after. Now students stay after class and are involved in college activities.

The success of this program may be measured in empirical outcomes for purposes of official reporting; however, success also occurs on an intangible level in terms of the sense of belongingness that results from the caring and nurturing philosophy that undergirds all interactions with the students.

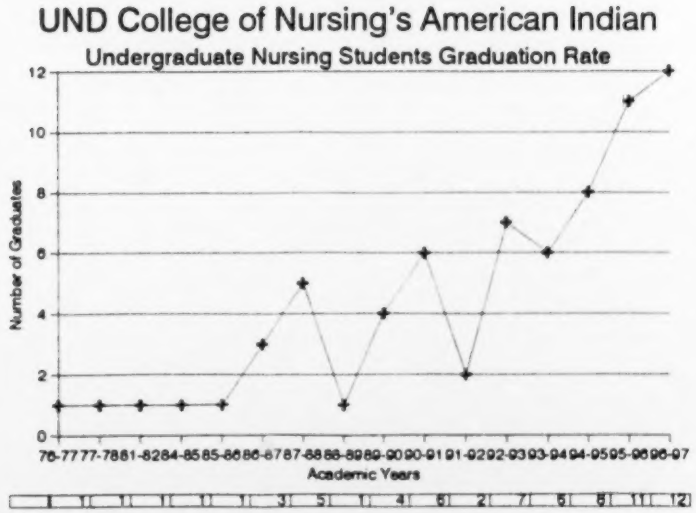
CULTURAL DIVERSITY

In terms of the impact that has been made to bring cultural diversity to the University of North Dakota, through the RAIN Program, the relationships between American Indian students and faculty has changed in several ways: a) increased faculty/student interaction, b) faculty are more aware that the curriculum is influenced heavily by the dominant culture and changes have been made to create an awareness of the influence of culture on the development of health professionals in their education and practice, c) the creation of clinical practice experiences in settings other than the usual community hospital and nursing home settings, for example, community health students have an opportunity to go to a reservation setting, d) increased interaction between students from different cultures, and e) an increased awareness among the students of different cultures, and cultural influences on health. The American Indian students have also shared their culture through a number of extracurricular activities to which faculty and students are invited such as traditional dinners, presentations, guest lectures, and pow-wows.



ADMISSION AND GRADUATION RATES

Extrapolating from the success of the RAIN Program, it is possible to illustrate the impact to be made by this program on nursing education for American Indian students. On a national level, the statistics reveal that the enrollment and graduation rates of minority students in baccalaureate nursing programs has remained stable or declined (NLN, 1993). However, the graph below depicts the steady increase of American Indian graduates since the inception of the RAIN Program (Fall 1990).


UND College of Nursing's American Indian
Undergraduate Nursing Students Graduation Rate
Number of Graduates
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Academic Years
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Prior to the inception of the RAIN Program, 42 American Indian students were admitted to the UND College of Nursing from 1974-1990. Of those 42 students, 18 (40%) graduated prior to RAIN with 12 students continuing to progress towards their degree. In a five year period, since the inception of RAIN (Fall 1990), 68 American Indian students have been admitted to the College of Nursing, 23 have graduated with their nursing degree. As of Spring 1996, 37 of the students are continuing to progress toward their nursing degree.

THE UND COLLEGE OF NURSING PROGRAM

The College of Nursing at the University of North Dakota offers a baccalaureate program in nursing. Once an individual has met the pre-requisites and is admitted to the College of Nursing, they will participate in a three (3) year sequential program. This means course have to be taken in the order given. The length of the program will vary for RNs and LPNs admitted. The graduate will receive the bachelor of science in nursing (BSN) degree and is eligible to take the national board examination for registered nurse licensure.

APPLICATION PROCESS TO THE BACCALAUREATE NURSING PROGRAM

The application deadline for applying to the UND College of Nursing BSN program is **April 1** of each year for the next academic year. **Selection** is done by the third week in June for the entire academic year. The RAIN Program will assist with the application process. Prior to the application process, RAIN will evaluate transcripts.

Please see the College of Nursing brochure for additional information.

OPTION TRACKS AVAILABLE FOR THE RN AND LPN

Registered nurses and licensed practical nurses are admitted to the baccalaureate program in nursing. Nursing courses from associate programs and LPN programs are evaluated for UND lower division equivalency and credit may be granted. The College of Nursing makes the final determination as to which nursing courses will be granted transfer credit from accredited colleges and universities. Students are required to complete 30 credits in residence.

The length of the program for RNs depends upon the individual student's prior course completion and/or completion of mobility examinations. Flexible class schedules are arranged when possible to meet work and family responsibilities.

Copies of licensure are part of the application process.

OPPORTUNITIES FOR GRADUATE NURSING EDUCATION

Nationwide there is a demand for leaders prepared at the master's level in nursing. That demand is even more pronounced for master's prepared nurses who are American Indian. You have the ability to lead ---- obtaining a master's in nursing would only enhance and focus those skills. Current statistics show there are approximately 75 American Indian nurses at the master's level and three prepared at the PhD level. Nationally, American Indians represent the lowest number of minorities in the nursing profession (0.4 percent out of 8.3 percent). As Indian people we need to provide care for our own people. We need to be able to make the decisions regarding the health care delivery of our people. We cannot obtain these goals until we have individuals willing to confront challenges, seize opportunities and assume leadership roles. We need to encourage one another to be the best we can be.

The RAIN Program is committed to recruiting outstanding baccalaureate prepared American Indian nurses and to assist them to further develop their potential and graduate with a master's degree in nursing.

Prior to Fall 1992, no American Indian students were accepted into the graduate nursing program. The first five American Indian nurses were admitted to the graduate nursing program in Fall 1993. Currently, 15 American Indian nurses are pursuing their master's at UND. The first four American Indian nurses received their master's degree spring 1995.

The UND College of Nursing Graduate Program has five tracks available:

Rural Health
Adult Health
Parent-Child
Anesthesia
Nurse Practitioner (application deadline January 15 of each new year for the next academic year)

As a full-time student, a master's degree can be earned within 2 years. Some of the tracks can be completed within a year and a half.

The application process includes:

Submission of graduate application
Submission of official transcripts from all colleges attended
Written statement
(3) Recommendations

The Graduate Record Examination (GRE) is not required for admission to the graduate nursing program.

SUMMER PROGRAM..... NURSE AIDE CERTIFICATION

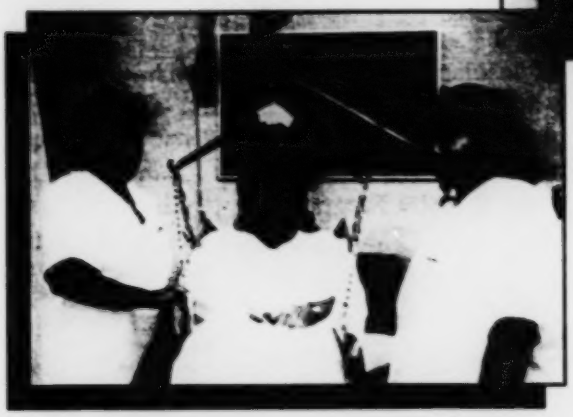
The University of North Dakota College of Nursing will be hosting a **Health Education/Nurse Aide Certification Summer Program** in 1996 for American Indians. Individuals are invited to earn national certification as a nurse's aide, learn more about the opportunities of a career in nursing, the UND College of Nursing BSN program, the support services offered by the RAIN Program, and the special advantages offered by an education at the University of North Dakota.

Who can participate?

Ten **(10)** individuals will be selected to participate in the summer program **June 5-28, 1996,** on the UND campus in Grand Forks. The new regulations for certification require that participants must be age 18 or older. Proof of Indian heritage must be provided.

Cost of the Program:

There is no cost to the participant. Participants will be housed in a residence hall on the UND campus. Meals will be provided through UND Food Services. Transportation to and from Grand Forks will be paid by the program. If individuals utilize their own vehicle, they will be reimbursed $0.18/mile. Travel should not exceed the cost of a common carrier. Participants must be traveling within the RAIN target area (North and South Dakota, Minnesota and Montana). Participants will be given a weekly stipend of $30.00 to cover the cost of personal hygiene needs (shampoo, soap, etc.)



For more information or to receive an application please contact the RAIN Program, UND College of Nursing, PO Box 9025, Grand Forks, ND 58202-9025.

APPLICATION DEADLINES MARCH 1, 1995 AND MARCH 1, 1996

FINANCIAL AID

We strongly recommend that you apply for all avialable financial aid: PELL, BIA, Tribal, scholarships, loan, etc. You should begin applying for financial aid in early January of each year if you are planning on attending school in the summer or fall. Most funding sources have application deadlines in March or April.

A RAIN survey revealed that lack of adequate finances created the greatest obstacle to remaining in school. In view of this, the RAIN Program aggressively assists students in applying for financial aid. The two main funding resources for UND American Indian nursing students are the IHS 437 scholarships and the RAIN scholarships. These scholarships pay tuition, fees, and books and provide a monthly stipend. Students who are awarded an IHS 437 or RAIN scholarship incur a service obligation to the IHS.

IHS Scholarships...

The Indian Health Service (IHS) has scholarships available at the pre-nursing, nursing and graduate levels. You need to contact the IHS Scholarship Coordinator in your IHS area for an application. The application are usually available by March of each year with the deadline as **April 1** of each year. Applicants are usually notified by the end of July if they have been awarded or denied a scholarship. This is a very competive scholarship. If funded you receive a monthly stipend throughout the academic year, tuition and fees paid, money for books and supplies and tutorial assistance. These scholarships are not limited to certain colleges and/or universities.

RAIN Scholarships...

The RAIN Program has a limited number of scholarships for students attending the UND College of Nursing only. **No scholarships are available for pre-nursing.** Priority is master's, RN, LPN, and basic level. We do not make awards until IHS had made their final selection. Then we will attempt to fund the American Indian nursing students at UND who have not been awarded the IHS scholarship. The RAIN Program will pay tuition and fees for the academic year along with a 12 month stipend. The RAIN Program is funded to award seven scholarships per year.

UND Diversity Tuition Waiver...

The University of North Dakota (UND) has tuition waivers for American Indian new freshmen and transfer students. This has become a very competitive process. The application deadline is in March.

Because the mission of the RAIN Program is to recruit and facilitate the success of American Indians in nursing, the services of the program are currently provided to all American Indian pre-nursing, undergraduate and graduate students regardless of funding sources.

University of North Dakota; Financial Aid Office; Box 8371; Grand Forks, ND 58202
(701)777-3121

HOUSING

Housing is available at UND for students who wish to utilize the residence halls, single student apartments (for senior and graduate students, married students and students with dependents. There is usually a 6-9 month waiting list for everything except residence halls. A $100 deposit is required to get you name on the mailing list and to give you a priority number. We also recommend that students apply for the housing programs available in Grand Forks area.

University of North Dakota; Housing Office; Box 9029; Grand Forks, ND 58202;
(701)777-4251

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